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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Diane C. Koplewski                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2177  
Revision No.: 10  
Date Of Revision: 06/13/2011

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Macoupin, Menard,  
Montgomery, Morgan, Pike, Sangamon, Scott

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.84
01013 - Accounting Clerk III		16.59
01020 - Administrative Assistant		22.42
01040 - Court Reporter		17.94
01051 - Data Entry Operator I		12.33
01052 - Data Entry Operator II		13.46
01060 - Dispatcher, Motor Vehicle		15.83
01070 - Document Preparation Clerk		13.48
01090 - Duplicating Machine Operator		13.48
01111 - General Clerk I		12.45
01112 - General Clerk II		13.59
01113 - General Clerk III		15.25
01120 - Housing Referral Assistant		19.55
01141 - Messenger Courier		12.02
01191 - Order Clerk I		12.41
01192 - Order Clerk II		13.94
01261 - Personnel Assistant (Employment) I		15.82
01262 - Personnel Assistant (Employment) II		17.70
01263 - Personnel Assistant (Employment) III		19.74
01270 - Production Control Clerk		23.12
01280 - Receptionist		11.51
01290 - Rental Clerk		12.38
01300 - Scheduler, Maintenance		16.04
01311 - Secretary I		16.04
01312 - Secretary II		17.94
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		12.92
01410 - Supply Technician		22.22
01420 - Survey Worker		14.25
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		14.28
01612 - Word Processor II		16.01
01613 - Word Processor III		17.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.51
05010 - Automotive Electrician		18.39
05040 - Automotive Glass Installer		17.20

05070	- Automotive Worker	17.79
05110	- Mobile Equipment Servicer	15.75
05130	- Motor Equipment Metal Mechanic	19.09
05160	- Motor Equipment Metal Worker	17.79
05190	- Motor Vehicle Mechanic	18.46
05220	- Motor Vehicle Mechanic Helper	15.23
05250	- Motor Vehicle Upholstery Worker	17.79
05280	- Motor Vehicle Wrecker	17.79
05310	- Painter, Automotive	18.37
05340	- Radiator Repair Specialist	17.79
05370	- Tire Repairer	13.46
05400	- Transmission Repair Specialist	19.09
07000	- Food Preparation And Service Occupations	
07010	- Baker	11.98
07041	- Cook I	10.59
07042	- Cook II	11.57
07070	- Dishwasher	8.60
07130	- Food Service Worker	9.23
07210	- Meat Cutter	13.47
07260	- Waiter/Waitress	9.66
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.57
09040	- Furniture Handler	15.74
09080	- Furniture Refinisher	19.57
09090	- Furniture Refinisher Helper	16.76
09110	- Furniture Repairer, Minor	18.27
09130	- Upholsterer	19.57
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	8.76
11060	- Elevator Operator	9.59
11090	- Gardener	14.36
11122	- Housekeeping Aide	10.75
11150	- Janitor	11.86
11210	- Laborer, Grounds Maintenance	13.51
11240	- Maid or Houseman	9.58
11260	- Pruner	12.93
11270	- Tractor Operator	14.80
11330	- Trail Maintenance Worker	13.51
11360	- Window Cleaner	12.41
12000	- Health Occupations	
12010	- Ambulance Driver	14.54
12011	- Breath Alcohol Technician	15.76
12012	- Certified Occupational Therapist Assistant	23.77
12015	- Certified Physical Therapist Assistant	20.51
12020	- Dental Assistant	15.82
12025	- Dental Hygienist	27.08
12030	- EKG Technician	23.88
12035	- Electroneurodiagnostic Technologist	23.88
12040	- Emergency Medical Technician	14.54
12071	- Licensed Practical Nurse I	15.00
12072	- Licensed Practical Nurse II	16.78
12073	- Licensed Practical Nurse III	18.72
12100	- Medical Assistant	14.56
12130	- Medical Laboratory Technician	18.18
12160	- Medical Record Clerk	13.66
12190	- Medical Record Technician	16.38
12195	- Medical Transcriptionist	16.53
12210	- Nuclear Medicine Technologist	33.92
12221	- Nursing Assistant I	10.61
12222	- Nursing Assistant II	11.93
12223	- Nursing Assistant III	13.02

12224 - Nursing Assistant IV	14.61
12235 - Optical Dispenser	16.78
12236 - Optical Technician	12.60
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.61
12305 - Radiologic Technologist	23.75
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II, Specialist	28.95
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III, Anesthetist	35.02
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	19.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.16
13012 - Exhibits Specialist II	21.26
13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	17.16
13042 - Illustrator II	21.26
13043 - Illustrator III	25.07
13047 - Librarian	23.55
13050 - Library Aide/Clerk	13.29
13054 - Library Information Technology Systems Administrator	21.78
13058 - Library Technician	14.88
13061 - Media Specialist I	14.42
13062 - Media Specialist II	16.13
13063 - Media Specialist III	17.99
13071 - Photographer I	15.67
13072 - Photographer II	17.53
13073 - Photographer III	21.72
13074 - Photographer IV	26.22
13075 - Photographer V	30.87
13110 - Video Teleconference Technician	16.41
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.29
14042 - Computer Operator II	16.81
14043 - Computer Operator III	18.74
14044 - Computer Operator IV	20.81
14045 - Computer Operator V	23.07
14071 - Computer Programmer I	22.94
14072 - Computer Programmer II	25.86
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	27.52
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.60
14160 - Personal Computer Support Technician	22.10
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.17
15020 - Aircrew Training Devices Instructor (Rated)	31.66
15030 - Air Crew Training Devices Instructor (Pilot)	37.94
15050 - Computer Based Training Specialist / Instructor	26.17
15060 - Educational Technologist	24.11
15070 - Flight Instructor (Pilot)	37.94
15080 - Graphic Artist	20.82
15090 - Technical Instructor	17.89
15095 - Technical Instructor/Course Developer	21.88
15110 - Test Proctor	14.43
15120 - Tutor	14.43

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.34
16030 - Counter Attendant	9.34
16040 - Dry Cleaner	12.17
16070 - Finisher, Flatwork, Machine	9.34
16090 - Presser, Hand	9.34
16110 - Presser, Machine, Drycleaning	9.34
16130 - Presser, Machine, Shirts	9.34
16160 - Presser, Machine, Wearing Apparel, Laundry	9.34
16190 - Sewing Machine Operator	13.10
16220 - Tailor	14.02
16250 - Washer, Machine	10.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.77
19040 - Tool And Die Maker	25.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.76
21030 - Material Coordinator	23.12
21040 - Material Expediter	23.12
21050 - Material Handling Laborer	14.10
21071 - Order Filler	12.34
21080 - Production Line Worker (Food Processing)	15.76
21110 - Shipping Packer	12.65
21130 - Shipping/Receiving Clerk	12.65
21140 - Store Worker I	17.14
21150 - Stock Clerk	19.65
21210 - Tools And Parts Attendant	15.76
21410 - Warehouse Specialist	15.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.49
23021 - Aircraft Mechanic I	26.36
23022 - Aircraft Mechanic II	27.49
23023 - Aircraft Mechanic III	28.63
23040 - Aircraft Mechanic Helper	21.74
23050 - Aircraft, Painter	24.80
23060 - Aircraft Servicer	23.71
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	21.77
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	31.88
23130 - Carpenter, Maintenance	20.93
23140 - Carpet Layer	23.14
23160 - Electrician, Maintenance	30.48
23181 - Electronics Technician Maintenance I	27.98
23182 - Electronics Technician Maintenance II	28.92
23183 - Electronics Technician Maintenance III	30.01
23260 - Fabric Worker	22.07
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	21.25
23311 - Fuel Distribution System Mechanic	25.30
23312 - Fuel Distribution System Operator	21.25
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment Mechanic	26.36
23381 - Ground Support Equipment Servicer	23.71
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.25
23392 - Gunsmith II	23.14
23393 - Gunsmith III	25.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.83
23411 - Heating, Ventilation And Air Contditioning	26.93

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.66
23440 - Heavy Equipment Operator	29.49
23460 - Instrument Mechanic	25.30
23465 - Laboratory/Shelter Mechanic	24.19
23470 - Laborer	12.95
23510 - Locksmith	24.04
23530 - Machinery Maintenance Mechanic	24.02
23550 - Machinist, Maintenance	24.02
23580 - Maintenance Trades Helper	14.31
23591 - Metrology Technician I	25.30
23592 - Metrology Technician II	26.38
23593 - Metrology Technician III	27.48
23640 - Millwright	25.30
23710 - Office Appliance Repairer	21.21
23760 - Painter, Maintenance	23.34
23790 - Pipefitter, Maintenance	28.33
23810 - Plumber, Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	23.14
23890 - Sheet-Metal Worker, Maintenance	22.77
23910 - Small Engine Mechanic	21.98
23931 - Telecommunications Mechanic I	30.73
23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	25.81
23960 - Welder, Combination, Maintenance	20.29
23965 - Well Driller	25.30
23970 - Woodcraft Worker	25.30
23980 - Woodworker	21.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	8.99
24620 - Family Readiness And Support Services Coordinator	16.53
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.56
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	33.82
25190 - Ventilation Equipment Tender	24.49
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.13
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	18.93
27010 - Court Security Officer	18.93
27030 - Detection Dog Handler	17.12
27040 - Detention Officer	18.93
27070 - Firefighter	17.46
27101 - Guard I	13.13
27102 - Guard II	17.12
27131 - Police Officer I	22.90
27132 - Police Officer II	25.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.67
28042 - Carnival Equipment Repairer	13.82
28043 - Carnival Equipment Worker	10.97
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.97

28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.97
28515 - Recreation Specialist	16.57
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	16.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.14
29020 - Hatch Tender	23.14
29030 - Line Handler	23.14
29041 - Stevedore I	22.07
29042 - Stevedore II	24.19
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.07
30022 - Archeological Technician II	20.21
30023 - Archeological Technician III	25.05
30030 - Cartographic Technician	25.05
30040 - Civil Engineering Technician	24.81
30061 - Drafter/CAD Operator I	18.07
30062 - Drafter/CAD Operator II	20.21
30063 - Drafter/CAD Operator III	22.54
30064 - Drafter/CAD Operator IV	27.72
30081 - Engineering Technician I	15.08
30082 - Engineering Technician II	18.66
30083 - Engineering Technician III	21.49
30084 - Engineering Technician IV	26.30
30085 - Engineering Technician V	29.59
30086 - Engineering Technician VI	34.74
30090 - Environmental Technician	21.45
30210 - Laboratory Technician	22.54
30240 - Mathematical Technician	25.05
30361 - Paralegal/Legal Assistant I	18.58
30362 - Paralegal/Legal Assistant II	20.97
30363 - Paralegal/Legal Assistant III	25.13
30364 - Paralegal/Legal Assistant IV	30.06
30390 - Photo-Optics Technician	25.05
30461 - Technical Writer I	24.16
30462 - Technical Writer II	29.55
30463 - Technical Writer III	35.74
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3) 22.54
30621 - Weather Observer, Senior	(see 3) 25.05
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.06
31030 - Bus Driver	15.35
31043 - Driver Courier	14.21
31260 - Parking and Lot Attendant	12.48
31290 - Shuttle Bus Driver	14.78
31310 - Taxi Driver	14.21
31361 - Truckdriver, Light	14.78
31362 - Truckdriver, Medium	15.53
31363 - Truckdriver, Heavy	19.58
31364 - Truckdriver, Tractor-Trailer	19.58
99000 - Miscellaneous Occupations	

99030 - Cashier	8.76
99050 - Desk Clerk	9.10
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	11.17
99252 - Laboratory Animal Caretaker II	11.62
99310 - Mortician	22.74
99410 - Pest Controller	14.11
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	14.32
99711 - Recycling Specialist	15.58
99730 - Refuse Collector	13.68
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	12.69
99830 - Survey Party Chief	17.27
99831 - Surveying Aide	10.78
99832 - Surveying Technician	15.64
99840 - Vending Machine Attendant	15.26
99841 - Vending Machine Repairer	17.74
99842 - Vending Machine Repairer Helper	15.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is



not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.